

**Maw-Der Foo, Ph.D.**  
Associate Professor  
Management & Entrepreneurship  
University of Colorado, Boulder  
(Concurrently visiting professor, Ghent University)  
Director, Ph.D. Program in Strategy,  
Organizational & Entrepreneurial Studies

***Contact information***

Mailing address:  
University of Colorado at Boulder  
Leeds School of Business  
419 UCB, Boulder, CO 80309, USA.

Tel: +1-303-7355423  
Email: [foomd@alum.mit.edu](mailto:foomd@alum.mit.edu) (life-time mail forwarding)  
Personal website: <http://www.mawder.com/>

***Research Interests***

I research in (a) emotions in the workplace, and (b) use organizational behavior concepts to understand entrepreneurial processes.

***Education***

Ph.D. (Management), Massachusetts Institute of Technology, 1999  
Bachelor of Business Administration (Honours), National University of Singapore, 1989

***Academic Experience***

Associate Professor, University of Colorado at Boulder (2010-present)  
(concurrently Visiting Professor, Ghent University)  
Assistant Professor, University of Colorado at Boulder (2006-2010)  
Assistant Professor, National University of Singapore (1999 to 2005)

***Editorial Board Membership***

Associate Editor, Entrepreneurship Theory & Practice (2012-)  
Academy of Management Journal (from July 2010)  
Entrepreneurship Theory & Practice (2007-2012)  
Journal of Business Venturing (from January 2006)  
Journal of Management Studies (from 2009)

***Guest Editor***

Entrepreneurship Theory & Practice. Affective influences in entrepreneurship (with Melissa Cardon, Dean Shepherd, and Johan Wiklund). To be published in 2012.

Journal of Business Venturing (with Phil Phan). Technological entrepreneurship in emerging regions, 2004.

### ***Journal Publications***

Foo, M.D. (2011). Emotions and entrepreneurial opportunity evaluation, **Entrepreneurship Theory & Practice**, 35(2), 375-393.

Song, Z., Foo, M.D., Uy, M.A., & Sun, S. (2011). Unravelling the daily stress crossover between the unemployed and their employed spouses. **Journal of Applied Psychology**, 96(1), 151-168.

Lee, L., Wong, P.K., Foo, M.D., & Leung, A. (2011). Entrepreneurial intentions: The influence of organizational and individual factors, **Journal of Business Venturing**, 26(1), 124-136.

Foo, M.D. (2011). Teams developing business ideas: How member characteristics and conflict affect member-rated team effectiveness, **Small Business Economics**, 36(1), 33-46.

Uy, M.A., Foo, M.D., & Aguinis, H. (2010). Using experience sampling methodology to advance entrepreneurship theory and practice, **Organizational Research Methods**, 13(1), 13-54.

- Academy of Management Entrepreneurship Division IDEA Thought Leader Award, 2011.

Foo, M.D. (2010). Member experience, use of external assistance and evaluation of business ideas. **Journal of Small Business Management**, 48, 32-43.

Elfenbein, H.A., Foo, M.D., Mandal, M., Biswal, R., Eisenkraft, N., Lim, A., & Sharma, S. (2010). Individual differences in the accuracy of expressing and perceiving nonverbal cues: New data on an old question. **Journal of Research in Personality**, 44, 199-206.

Foo, M.D., Uy, M., & Baron, R. (2009). Affect and entrepreneurial efforts, **Journal of Applied Psychology**, 94(4), 1086-1094.

- Exemplar paper, Entrepreneurship research exemplars conference, 2009.

Wu, P.C., Foo, M.D., & Turban, D. (2008). The role of personality on relationship closeness and developer assistance, **Journal of Vocational Behavior**, 73(3), 440-448.

Song, Z., Foo, M.D., & Uy, M. (2008). Mood spillover and crossover among dual-earner couples: A cell phone event sampling study, **Journal of Applied Psychology**, 93(2), 443-452.

- Finalist (1 of 4), Rosabeth Moss Kanter Award for excellence in work-family research, 2009.

Wong, P., Lee, L., & Foo, M.D. (2008). Occupational choice: The influence of product vs. process innovation, **Small Business Economics**, 30(3), 267-281.

Elfenbein, H., Foo, M.D., White, J., Tan, H., & Aik, V. (2007). Reading your counterpart: The benefit of emotion recognition accuracy for effectiveness in negotiation, **Journal of Nonverbal Behavior**, 31(4), 205-223.

Wong, C.S., Foo, M.D., Wang, C., W., & Wong, P.M. (2007). The feasibility of training and development of EI: An exploratory study in Singapore, Hong Kong and Taiwan, **Intelligence**, 35(1), 141-150.

Elfenbein, H., Foo, M.D., Tan, H., & Boldry, J. (2006). Dyadic effects in nonverbal communication: A variance partitioning analysis, **Cognition & Emotion**, 20(1), 149-159.

Foo, M.D., Sin, H., & Yiong, L. (2006). Effects of team inputs and intrateam processes on new venture team effectiveness, **Strategic Management Journal**, 27(4), 389-399.

Leung, A., Zhang, J., Wong, P., & Foo, M.D. (2006). The use of networks in human resource acquisition for entrepreneurial firms: Multiple “fit” considerations, **Journal of Business Venturing**, 21(5), 664-686.

Chia, H., Foo, M.D., & Fang, R. (2006). Workplaces as communities: The role of social networks in who seeks, gives, and accepts information on justice issues, **Journal of Community Psychology**, 34(3), 363-377.

Foo, M.D., Wong, P., & Ong, A. (2005). Do others think you have a viable business idea? Team diversity and judges’ evaluation of ideas in a business plan competition, **Journal of Business Venturing**, 20(3), 385-402.

Tan, H., Foo, M.D., & Kwek, M. (2004). The role of customer personality traits on the display of positive emotions, **Academy of Management Journal**, 47(2), 287-296.

- Nominee, Carolyn Dexter Award, Academy of Management Conference, 2003.

Foo, M.D., Elfenbein, H., Tan, H., & Aik, V. (2004). Emotional intelligence and negotiation: The tension between creating and claiming value, **International Journal of Conflict Management**, 15(4), 411-429.

- Nominee, Carolyn Dexter Award, Academy of Management Conference, 2004.

Tan H., Foo, M.D., Chong C., & Ng, R. (2003). Situational and dispositional predictors of displays of positive emotions, **Journal of Organizational Behavior**, 24, 961-978.

Keh, H. T., Foo, M.D., & Lim, B. (2002). Opportunity evaluation under risky conditions: The cognitive processes of entrepreneurs, **Entrepreneurship Theory & Practice**, 27(2), 125-148.

Shane, S., & Foo, M.D. (1999). Institutional explanations for new franchisor mortality, **Management Science**, 45(2), 142-159.

- Best Paper Award, Babson-Kauffman Entrepreneurship Research Conference, 1998.
- Best Paper Award, National University of Singapore Business School, 1999.

### ***Teaching***

Management and organization/Organizational behaviour

Individual, groups and organizational development

New venture creation

Ph.D. seminar in entrepreneurship (micro aspects in entrepreneurship)

Management of technology

Ph.D. proseminar

### ***Doctoral Student Committees (Chair if indicated; current if indicated)***

Jing Zhang	National University of Singapore
Aegean Leung (Chair)	National University of Singapore
Marilyn Uy (Chair)	University of Colorado at Boulder
Asad Aziz (Chair)	University of Colorado at Boulder
Charles Murnieks	University of Colorado at Boulder
Joy Godesiabo	University of Colorado at Boulder
Iris Vanaelst	Ghent University
Nathalie Moray	Ghent University
Brandon Mueller	Indiana University
Robin de Cock	Ghent University (current)
Minsoo Seo (co-Chair)	University of Colorado at Boulder (current)
Shoko Kato	Syracuse University (current)

### ***Academic Honors***

- Provost's Faculty Achievement Awards (university research award), 2011.
- Academy of Management Entrepreneurship Division IDEA Thought Leader Award (best published entrepreneurship paper in the previous year with potential to be a foundational paper), 2011.
- Best reviewer award, Entrepreneurship Theory & Practice, 2010.
- Finalist (1 of 4), Rosabeth Moss Kanter Award for excellence in work-family research, 2009 (awarded in 2010).
- Exemplar paper, Entrepreneurship research exemplars conference, 2009.
- Outstanding reviewer award, Journal of Business Venturing 2006 and 2009.
- Nominated for the Carolyn Dexter Award of the Academy of Management Conference 2004 (Nominated by the Conflict Management Division and the Entrepreneurship Division).
- Nominated for the Carolyn Dexter Award of the Academy of Management Conference 2003 (Nominated by the Organizational Behavior Division).
- Best Paper Award, National University of Singapore Business School, 1999.
- Best Paper Award, Babson-Kauffman Entrepreneurship Research Conference, 1998.
- National University of Singapore Overseas Graduate Scholarship, 1994-1999.

### ***Professional Service***

- Member organizing committee, Asian Academy of Management Conference, 2000.
- Co-founder, Startup@Singapore, 2000. A major business plan competition in Singapore.
- Global Entrepreneurship Monitor. Part of the Singapore founding team, 2001.
- Academy of Management Entrepreneurship Doctoral Consortium. Reader for student papers, 2007, 2009, 2010.
- Babson Conference Doctoral Consortium. Panel on finding a job, 2009, 2010.
- International Association of Chinese Management Research Conference Doctoral Consortium. Group mentor, 2010.
- Academy of Management Entrepreneurship Early Career Development Consortium. Panel on getting tenure, 2010, 2011.

- Judge for the Entrepreneurship Division NFIB (National Federation of Independent Business) Dissertation Awards, 2011.
- Advisory Board, Annual Conference on Sustainability, Ethics, and Entrepreneurship (from 2011)

***University of Colorado at Boulder (current if indicated)***

- Member, Boulder Faculty Assembly (faculty senate) (current).
- Director, Ph.D. Program in Strategic, Organizational and Entrepreneurship Studies (current).
- Member, Leeds School Doctoral Curriculum and Policy Committee (current).
- Interview panel, Leeds Entrepreneurship Certificate (current).
- Chair, Leeds School International Studies Committee.
- Member, University Study Abroad Committee.
- Member, Leeds School Undergraduate Curriculum and Policy committee.
- Organizer, Division Brown-bag Seminar Series.
- Organizer, Division Distinguished Speaker Series.

***National University of Singapore (current if indicated)***

- Judge for Startup@Singapore business plan competition (current).
- University committee to promote technical based entrepreneurship.
- University Task force on students with special needs, sub-committee on academic matters.
- Dean Search Committee.
- Department Search Committee.
- Faculty research committee (assessed and distributed research grants to faculty).
- Department MSc/PhD committee.

***Other Work Experience***

- Military service (1989-1991)
- Reserve military officer (1991-current)
- Police officer (1984-1989)
- Foreign Service Officer (1991-1993)

*Updated: November 2011*